



RISE
Partnership

Building a Sustainable Workforce System



RISE Partnership



Carewell
SEIU503



Long-Term
CareWorks

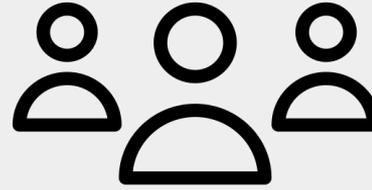
Uplift^{*}
Oregon



The Long Term Care Workforce Trust seeks to establish a collaborative environment in which new workforce development models can be researched, tested, and adapted to meet the needs of employers and workers.

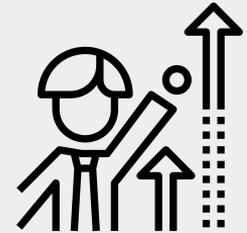


Feeding the LTC Workforce Pipeline



Balanced approach to Workforce Development

The mission of the Long-Term Care Trust is to create and implement quality workforce development solutions that meet the needs of long-term care consumers, workers, and employers.



Career Pathway - CEU

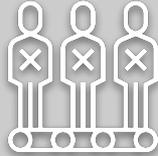
Snapshot: Oregon Long-Term Care Workforce



Factors



Forced / Required
Overtime



Staff Shortages



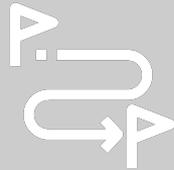
Low Wages



Lack of Training



Minimal Support



No Roadmap



Benefits not
accessible



Emotional Distress



Main Objectives Identified

Recruitment and Retention



Understand Drivers of Turnover

- Identify workforce gaps
- Implement workforce initiatives that will mitigate challenges identified



Create Sustainable Workforce Pipeline

- Expand healthcare apprenticeship training opportunities in the state
- Attract new & existing workers into Homecare & Long-Term Care industry
- Make Continuing Education accessible to current workers



Expanding Workforce Initiatives

Workforce development

- Expanding Apprenticeships
- Create Workforce Pipeline Visual for Healthcare
- Continuous Improvement
 - Identify measures of success



The Apprenticeship Model



CNA Registered Apprenticeship

Program Highlights

- 1-year Apprenticeship
- Related Classroom Instruction
- Paid OJT
- Mentorship
- Preparation for State Exam
- Access to Wrap-Around Services
- Stipend
- Care Package



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What's Next for the Long Term Care Workforce?

Long-Term CareWorks

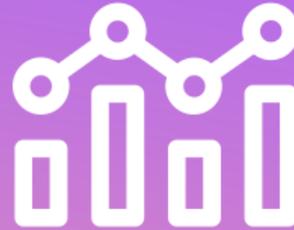
Goals



Recruitment



Retention



Capturing the
Data



Workforce Pipeline

Strategic
Partnerships



Quality
Programs



Removing
Barriers





Workforce Expansion

Expanding Access



Create Visual of Healthcare
Workforce Pipeline



Increase workforce quality
and performance



Statewide Access



Training Facilities



Continuous Improvement



Increased access to Wrap
Around Services

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Long-Term

CareWorks

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